

ASGCT DISCRIMINATION & HARASSMENT POLICY

ASGCT is committed to providing a discrimination, harassment, and retaliation-free environment for all participants in Society events. As such, the Society prohibits discrimination or harassment based on gender, gender identity or gender expression; sexual orientation; body size; disability; race; age; religion (or lack thereof); marital or parental status; or any other status protected by law ("protected status"). This policy applies to all ASGCT events, including those sponsored by other organizations held in conjunction with an ASGCT event.

Discrimination consists of material, adverse treatment based on a person's protected status. Conduct can amount to prohibited discrimination even when a person does not specifically intend to harm someone else.

Harassment consists of unwelcome conduct of a demeaning, abusive, and/or offensive nature that either (1) constitutes a term or condition of a person's participation in Society events (*quid pro quo* harassment); or (2) substantially interferes with a person's participation in Society events or otherwise create what a reasonable person would consider to be a hostile environment. Examples of harassment include, but are not limited to, physical or verbal abuse of any participant, stalking or threatening any participant, the use of slurs and epithets, display of disparaging material, display of sexual imagery, and nonconsensual sexual advances.

Retaliation consists of material, adverse action taken against someone because the person reported discrimination or harassment (either on behalf of themselves or another) or because the person participated in the investigation and resolution of a report. Retaliation can occur even if the underlying report of discrimination or harassment is unsubstantiated.

Participants who are asked to stop discriminatory or harassing behavior are expected to comply immediately. Upon receipt of a report of prohibited conduct, ASGCT retains the right to take any steps deemed necessary and appropriate, including immediate removal from the event without warning or refund, to end the conduct and maintain a safe and welcoming environment for participants.

Any person subjected or witness to discrimination or harassment is encouraged to report such conduct to ASGCT management as soon as possible. ASGCT will handle such reports with discretion but cannot promise absolute confidentiality. Upon receipt of a report, ASGCT will review the available information, which may include speaking with the persons involved, and determine whether a policy violation has occurred. To the extent any person experiences or witnesses conduct that is criminal in nature, ASGCT strongly encourages the person to also make a report to law enforcement.